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Exhibit D.

POST-SEASON FARM LABOR REPORT FOR 1948
STATE OF VIRGINIA

I. Organization of the Farm Placement Program

- A. State Level. The State organizational unit directly charged with the responsibility of the farm placement program is composed of one Farm Placement Supervisor B, and three Farm Placement Supervisors A, who function under the direction of the Assistant Commissioner in charge of the Employment Service Division at the central office. These four employees operate on a State-wide basis and are subject to assignment wherever their services are needed.
- B. Local Level. In each local office one or more interviewers have been designated as farm placement representatives and assigned to the farm placement program as a first line duty.

II. Pre-Season Planning

When the responsibility of recruiting and placing farm labor was returned to the Virginia State Employment Service, the State Farm Labor Advisory Committee was formed and a meeting was called. The problems with regard to recruiting, placement, housing, and the general welfare of the workers and growers were fully discussed at this meeting, as well as the nature of the Virginia State organization set up to handle the above matters. Most of the members composing the committee had formerly served on a similar committee under the Department of Agriculture. Some of the members of the committee made arrangements for representatives of the Virginia State Employment Service to attend meetings held by various organized farm groups throughout the State for the purpose of explaining the farm labor program and, when possible, to answer questions asked by individual growers regarding the farm labor program. These meetings were well attended, and the interest and pledged cooperation good. The shock which usually comes when an important function is transferred from one government agency to another was less because of these meetings with the committee and farm groups.

III. Farm Labor Supply and Demand

- A. The two main phases of seasonal agricultural and related activities in Virginia are vegetable crops and fruit harvesting. Fresh vegetables - spinach, cabbage, peas, string beans, etc. - are largely produced by the "Eastern Shore" - Accomac and Northampton counties, served by the local Employment Service office at Exmore - and of the section around Norfolk. In addition, fresh tomatoes are produced on the "Northern Neck", served by the Warsaw office. Vegetables for canning - tomatoes, string beans, lima beans, peas, etc. - are grown on the Eastern Shore and the Northern Neck, while tomatoes for canning are also grown in the counties north and west of Lynchburg. Fruit crops are principally strawberries, peaches and apples. The chief peach localities are Amherst, Nelson and Rockingham counties and the sections around Charlottesville, Winchester, and Roanoke. Apples are grown in the Shenandoah Valley and the Piedmont, around Staunton, Harrisonburg, Mount Jackson, Winchester, Berryville, Washington (Va.), Charlottesville, Roanoke and Stuart, and in Amherst and Nelson Counties. Strawberries are found on the Eastern Shore and around Norfolk.

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workers. While the figures are incomplete because restricted to areas in which the most intensive activity took place, it appears that at least 28,850 workers were utilized in the harvesting of vegetable crops at the peak of the 1948 season, together with about 7,000 in attendant processing, grading and packing. The Eastern Shore was the banner area in utilization of manpower, some 25,000 persons being engaged in harvesting, packing and processing vegetables at the peak of the season around July 9th. The second leading vegetable area was Norfolk, with over 4,100 employed early in June.

The fruit harvest, including strawberries and other small fruits, utilized nearly 22,000 workers, with about 4,800 more engaged in packing and processing. The Eastern Shore used about 12,000 people in picking and handling strawberries, with around 5,500 similarly employed near Norfolk. Winchester was the leading area in the use of labor in the tree fruit crops, 2,400 workers having been used in picking apples and over 1,300 in related work. Front Royal, Roanoke, Charlottesville, Harrisonburg and Staunton followed in the order named. Tree fruit crops were very short this year, and the labor requirements were much lower than they would have been during an average season. Assuming that conditions return to normal, a much greater volume of fruit will have to be handled and labor demands will be expanded accordingly next year.

On a State-wide basis, there were three distinct peaks in manpower requirements for harvesting - one in early May, when some 15,600 workers were engaged in picking strawberries; another in late June, which saw 30,400 people working in the vegetable crops; and the top employment of some 29,400 in the apple harvest in late September. Food processing and similar activities showed four peaks - 2,000 for handling strawberries in early May; about 1,900 for vegetables in June; 6,600 at the crest of the tomato canning season in August, a figure including workers caring for other mid-season vegetable crops; and over 5,000 for the apple crops, and the late vegetable crops in October, a figure which gradually decreased into November.

Year-round agriculture, although of great basic importance in Virginia, could not be furnished as intensive a program of services as that given seasonal activities. Fully satisfactory figures on the requirements of year-round farming are not therefore available. The day-to-day activities of the Employment Service, however, resulted in the placement of 800 workers in non-seasonal agriculture. Total requirements were no doubt much greater.

C. Labor Supplies

1. Local

Over eighty per cent of all seasonal agricultural workers were local people. In addition to regular farm hands, they were recruited from among small land holders, marginal laborers, housewives, and school boys and girls. About ninety-six per cent of all seasonal food processing workers came from similar local sources.

2. Intrastate and Interstate

Out of state workers were largely part of the normal migrant stream and made up about 16% of all seasonal farm workers used in the State. Most of these migrants originated in Florida and North Carolina; a few were from Georgia, Alabama and South Carolina. Moving northward as the season progressed, the migrants began entering Virginia early in May. The greater part of the northerly movement had ended by late August. About 5% of the workers did not go beyond Virginia. Of those who did, nearly all returned to their homes through Virginia as part of a southward movement beginning in September.

Most of the migrants were available to the counties along the seaboard only, since the normal migratory stream does not reach far inland. The Eastern Shore, or Exmore area, utilized the largest number, over 7,000 at peak; 55,450 separate placements, the majority representing migrant workers, were made by the Employment Service in this area during the season, 326 farmers being served. The next largest group, about 4,000, were used in the Norfolk section, chiefly in Princess Anne County. The great majority of these workers were used to harvest the vegetable crops; comparatively few found their way into the processing activities. Through special arrangements an experimental group of about 325 migrants were employed during the fall in apple picking around Winchester; although without previous experience in tree crops, they did well. About 200 migratory workers were also used in the Roanoke area.

There was some intra-state movement of workers, but the number of persons involved was not great compared with the great coast-wide migration. Most of these intra-state migrants were used in the fruit harvest and processing activities in the Shenandoah.

3. Other Sources

One hundred and fifty-five Bahamans were expected in the Winchester area in September, but due to a greater influx of individual workers and to use of the migrant crews mentioned above, the order for these Bahamans was cancelled.

D. Mechanization

A new and improved model of potato grading and washing machines was used for the first time in Princess Anne County this year. Since local labor had had no experience with these machines, they were manned with complete success by selected workers from Florida who had operated the machines in their own state. A new type of bean harvester, which cut and threshed the bean crop in the fields, was also available this year. Potato digging machines were used in larger numbers, with increased effectiveness in the use of labor resulting. Fruit packing houses were reported to be improved and better arranged generally.

E. Shortages and Surpluses

The supply of labor throughout the State was adequate in the main. Where local shortages occurred they were met promptly by recruitment. At one

Part Two

I. Agricultural Placements and Employer Visits - 1948

Month	Placements	Employer Visits
January	21	76
February	33	107
March	87	225
April	140	299
May	7,538	328
June	22,805	456
July	11,455	648
August	3,414	723
September	5,975	694
October	14,760	1,037
November	4,656	434
December	92	122
	<u>70,996</u>	<u>5,149</u>

II. Farm Labor Employment Trend

Period	Agriculture			Related Industries		
	Total	Local	Out of Area	Total	Local	Out of Area
5/1 - 5/14	15600	13700	1900	2000	2000	-
5/14 - 5/28	11950	9950	2000	850	800	50
5/28 - 6/11	3785	3180	605	1230	1200	30
6/11 - 6/25	30400	19600	10800	1890	1340	550
6/25 - 7/9	26515	19465	7050	1390	1240	150
7/9 - 7/23	25125	20815	4310	3700	3550	150
7/23 - 8/6	25030	22205	2825	4875	4725	150
8/6 - 8/20	19275	17900	1375	6600	6450	150
8/20 - 9/3	17384	16059	1325	5359	5209	150
9/3 - 9/17	21048	18240	2808	4909	4709	200
9/17 - 10/1	29431	26223	3208	5143	4943	200
10/1 - 10/15	25846	22765	3081	4050	3850	200
10/15 - 10/29	18176	15603	2573	2528	2528	-
10/29 - 11/12	12249	11228	1021	1953	1953	-

The figures relate to those local office areas meeting USES-276 criteria - that is, those in which the number of out-of-area agricultural workers was 400 or more at peak, or in which the number of seasonal food processing workers at peak was 500 or more. The local office areas included through application of these criteria were Exmore, Norfolk, Warsaw, West Point, Lynchburg, Roanoke, Charlottesville, Staunton, Harrisonburg, Front Royal and Winchester. Placement and employer visit statistics given in Table I, on the other hand, relate to the entire state, and therefore contain some non-seasonal activities not strictly comparable with the employment levels indicated in Table II.